

Equality Impact Assessment

Title of Function or Policy to be assessed: Equality and Diversity Policy	
2	Date: 01/10.14
3	Name of Lead Officer: Cathy Pepper (Human Resources Manager)
4	EIA Team: Cathy Pepper
5	Head of Service: Diane Tilley
6	Independent Reviewer: Michelle Harte, West Midlands Employers
6	Existing, New or review :- Review
7	<p>Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:</p> <p>The policy is designed to set out behaviours expected of Lichfield District Council Employees or people who work with the council in respect of Equality and Diversity best practice. The policy is to ensure all services, facilities and resources are accessible to the community and without discrimination.</p>
8	<p>Linked policies, functions: Are there any other functions, policies or services, which might be linked with this one for the purposes of this exercise?</p> <p>Prevention of bullying and harassment at work, Disciplinary and Grievance policies and Council's complaints procedure.</p>
9	<p>Who is it intended to affect or benefit (the target population):</p> <p>All employees, and people connected with the council</p>
10	<p>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</p> <p>Positive Impact</p> <p>The policy is clear and sets out the obligations of the council, Managers and individuals within the organisation. It is a zero tolerant policy to discrimination and associated discrimination and aims to remove discrimination from the workplace. There are direct references to the law in connection with positive action, positive discrimination, victimisation , harassment and Direct, indirect and institutional discrimination.</p> <p>Negative Impact</p> <p>No negative impacts have been identified</p> <p>Comments</p> <p>Age Neutral impact – the policy is not age specific and outlines age as a protected characteristic in line with the Equality Act 2010.</p> <p>Disability The policy accepts the need to respond to individuals needs and is heavily built around diversity. The policy precludes discrimination and outlines Disability as a protected characteristic in line with the Equality Act 2010.</p> <p>Gender Neutral impact – the policy is not gender specific and outlines sex as a protected characteristic in line with the Equality Act 2010.</p> <p>Race</p>

	<p>Neutral impact – the policy is not race specific and outlines sex as a protected characteristic in line with the Equality Act 2010.</p> <p>Religion/belief Neutral impact – the policy is not religion/belief specific and outlines Religion/belief as a protected characteristic in line with the Equality Act 2010.</p> <p>Sexuality Neutral impact – the policy is not sexuality specific and outlines sexual orientation as a protected characteristic in line with the Equality Act 2010.</p>
11	<p>What evidence do you have for the statements you have made above? Managers will be informed and advised of importance of this policy and the issues they are required to manage/ report. This policy will be communicated to all employees via the intranet, email and hard copy on notice boards. All employees are supported throughout the implementation of the Policy by HR professionals.</p>
12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:	
Disability: Policies are reviewed on a regular basis to take account of current best practice and current and forthcoming legislation	
Race: Policies are reviewed on a regular basis to take account of current best practice and current and forthcoming legislation	
Gender: Policies are reviewed on a regular basis to take account of current best practice and current and forthcoming legislation	
Age: Policies are reviewed on a regular basis to take account of current best practice and current and forthcoming legislation	
Religion/belief: Policies are reviewed on a regular basis to take account of current best practice and current and forthcoming legislation	
Sexuality: Policies are reviewed on a regular basis to take account of current best practice and current and forthcoming legislation,	

Independent Reviewers comments: This policy has been updated to take into account the changes brought in by the Equality Act 2010. The policy outlines the expectations of all employees and people who work with the council and is clear and not ambiguous about roles and responsibilities and that failure to comply will resort in punitive sanctions.

